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ABSTRACT

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Data for average wages for preschool teachers and child care workers are presented for each state. A graph comparing median hourly wages between child care jobs and other occupations is also included. Appendix 1 of the report presents: compensation and turnover data collected in various states during or after 1995; description of the average wages of teachers and assistant teachers as documented in recent studies; and data about the health benefits which child care centers offer teaching staff, in either fully-paid or partially-paid insurance plans. Appendix 2 contains a resource list of studies conducted prior to 1995 in those states which have not updated their data recently. This compendium points to the need for more consistent, reliable and comprehensive data collection about the child care work force, particularly in terms of differentiating for-profit and non-profit centers, infant and school-age programs, or licensed and unlicensed family child care. (JPB)

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# Current Data on Child Care Salaries and Benefits in the United States

**March 1998**

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Center for the Child Care Workforce

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Although such data are not collected comprehensively or consistently across the country, certain types of occupational information are collected by the federal Bureau of Labor Statistics (BLS), and a number of independent child care salary and benefits studies have been conducted in recent years at the regional, state and local levels.

Center-based child care staff are described by the BLS's Occupational Employment Statistics Survey either as preschool teachers or as child care workers.[1] A "preschool teacher" is defined in this survey as a person who instructs children (normally up to five years of age), in a preschool program, day care center or other child development facility, in activities designed to promote social, physical and intellectual growth in preparation for elementary school. A "child care worker," on the other hand, is defined as a person who performs such duties as dressing, feeding, bathing and overseeing play. Unfortunately, these categories create a misleading division of the child care workforce, when in fact most teaching staff, regardless of title, take part both in promoting intellectual growth and in the caretaking duties described above.

The BLS also aggregates child care data across program types and regions, making it impossible to study variations among such sectors of the child care field as for-profit and nonprofit centers, infant and school-age programs, or licensed and unlicensed family child care. This compendium, therefore, represents the best information available at the present time, but also points to the need for more consistent, reliable and comprehensive data collection about the child care workforce.

Much additional data have also been collected by the Center for the Child Care Workforce (CCW) and other organizations in a variety of states and communities, and these studies are referenced in the Appendices to this report. A number of these studies *do* compile data on the variations noted above among workers and sectors in the field. Appendix 1 presents compensation and turnover data collected in various states during or after 1995, and Appendix 2 contains a resource list of studies conducted prior to 1995 in those states which have not updated their data more recently. Less information is available, unfortunately, about family child care providers than about child care center employees. Only four states have documented family child care provider earnings.

Appendix 1 describes the average wages of "teachers" and "assistant teachers" (called assistants here), as documented in recent studies. Teachers are defined as those who have primary responsibility for a classroom or group of children, and who are often

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[1]The BLS collects child care workforce data through numerous surveys in addition to the OES survey and uses such occupational titles for child care center employees as aides, child care assistants, day care assistants, teacher assistants, child care attendants, day care attendants, and early childhood teacher assistants. The OES definitions and data are used in this report instead of other surveys because these other titles are not mutually exclusive and are not used consistently across states.

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responsible for supervising other staff. Assistants are defined as those who work under a teacher's supervision. These job descriptions more accurately represent the occupational titles of child care teaching staff than do the somewhat artificial categories of "preschool teacher" and "child care worker."

Appendix 1 also contains data about the health benefits which child care centers offer to teaching staff, in either fully-paid or partially-paid insurance plans. Because many child care employees report that they find co-payments and additional premiums unaffordable, partially-paid health insurance plans may be of little benefit to this workforce. Except in Rhode Island,[2] family child care workers nationwide either purchase their own health insurance plans, depend on coverage from a spouse or domestic partner, or have no health benefits whatsoever. The data provided here describe the percentage of family child care providers who receive health coverage from *any* source.

Where available, annual turnover rates of child care teaching staff, as estimated by center directors, are also presented in Appendix 1. Turnover rates are calculated by dividing the number of staff who have left a center in a single year by the total number of center staff.

It is also important to emphasize that these data about current average wages and benefits of child care teachers and providers should not be construed as recommendations of what the child care workforce *ought* to be paid. In fact, with annual job turnover rates hovering between thirty and forty percent throughout the country, current market wages in the child care field have clearly been insufficient to secure a skilled and stable workforce or to guarantee high-quality services for children and families. This 98% female workforce--many of whom are parents of young children themselves, better-educated than the general population, and/or women of color--suffers a higher concentration of poverty-earnings jobs than almost any other occupation in the United States.[3] Child care programs are much more successful at retaining skilled staff when they model their wage scales after the salaries of workers in other fields who have comparable levels of education and training.[4]

The data on "average wages" of child care staff should also be interpreted with caution in the studies listed below. When data are grouped under "average lowest hourly wage" and "average highest hourly wage," it is important to note that the majority of teachers and providers are concentrated at the lower end of the scale, with only a small number earning the highest-level incomes—a disparity which tends to produce inflated estimates of overall average wages. For more information about the distribution of salaries within a particular workforce, please refer to the original reports as cited.

Child care salary and benefits studies conducted by the Center for the Child Care Workforce over the past two decades are based on representative samples of the various types of child care programs, and employ a uniform instrument which is available upon request from our office. CCW also offers technical assistance to state and local groups who are interested in collecting salary and benefits data, and compiles the most current data available each year for use by policy makers, researchers and advocates. We will revise this report in early 1999, and we encourage readers to supply any data we may have overlooked.

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For more information about our reports, our survey instrument, or our technical assistance and research services, please contact the Center for the Child Care Workforce at 733 15th Street, N.W., Suite 1037, Washington, DC 20005-2112; telephone: 202-737-7700; fax: 202-737-0370.

[2] As a result of a multi-year advocacy effort,, family child care providers who serve publicly-subsidized children in Rhode Island have become classified as state employees and thus have access to the state employee health insurance plan.

[3] T.R. Swartz and K.M. Weigert, eds. *America's Working Poor: 1980-1990.* Notre Dame, Ind.: University of Notre Dame Press, 1995.

[4] See *Creating Better Child Care Jobs: Model Work Standards for Teaching Staff in Center-Based Child Care* (Center for the Child Care Workforce, 1998) which offers more detailed guidance about appropriate child care wages, benefits and job conditions, and how to estimate a self-sufficiency or living wage for one's communi-

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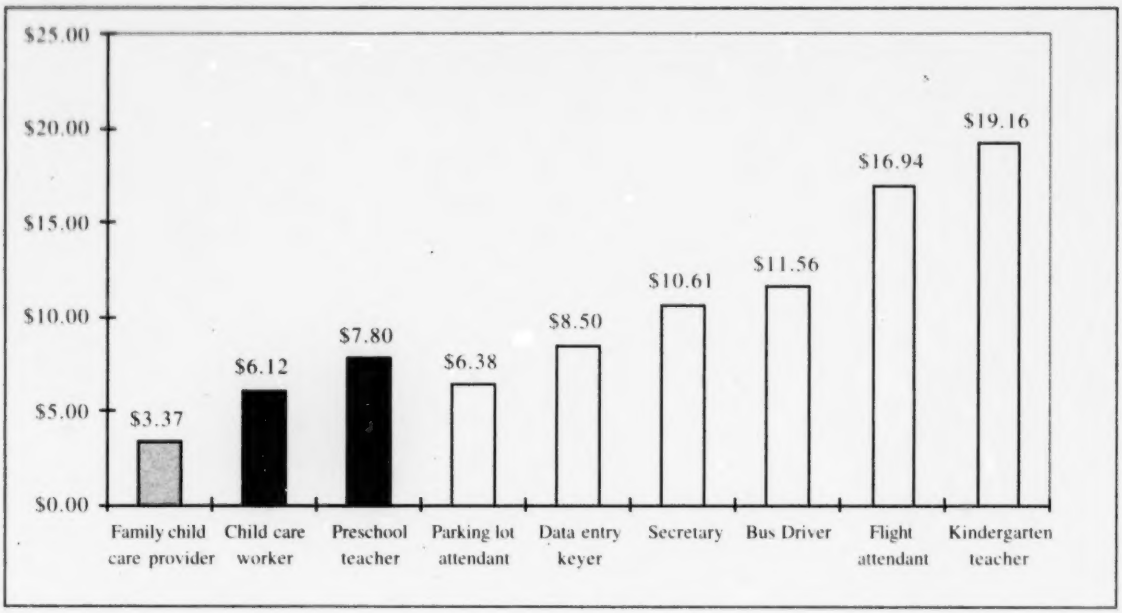
## Child Care Workforce Earnings in Perspective

A comparison of median hourly wages between child care jobs and other occupations
Based on Bureau of Labor Statistics Data 1996




The Bureau of Labor Statistics of the U.S. Department of Labor reports the median wage for 764 occupations, as surveyed by the Occupational Employment Statistics (OES) program. (A "median wage" indicates that 50 percent of workers in an occupation earn wages below this figure, and 50 percent earn wages above it.) The median wage for family child care providers is surveyed through the Bureau's Office of Current Employment Analysis. According to the most recent OES survey, based on data from 1996, only 15 occupations report having lower median wages than child care workers. Those who earn higher wages than child care workers include service station attendants, messengers and food servers.

These data are based on the OES occupation title definitions, which include the categories of managerial, professional, sales, clerical, service, agricultural and production employment. Unfortunately, the OES categories create a misleading division of the child care workforce into "preschool teachers" and "child care workers." Employees of before- and after-school child care programs may be included in the "child care worker" category, or in other categories such as "teachers' aides," which also includes K-12 classroom assistants and aides.

Only 4.8 percent of the professional occupations, among which preschool teachers are classified, earn an average wage of less than $10.00 per hour, and nearly 70 percent of professional workers earn more than $15.75 per hour. Child care workers are classified as service workers, the lowest-paid division, in which 55 percent of workers earn less than $8.50 per hour, placing them at the low end of the wage range for all occupations surveyed by the OES.

The median weekly wage for family child care providers is $118.00, based on the 1996 Current Population Survey (CPS) definition of usual weekly earnings of full-time wage and salaried workers. The CPS considers "full time" to be at least 35 hours per week. The figure of $3.37 per hour reflects a 35-hour week; most family child care providers, however, work 50 or more hours per week.

## Average Wages for Preschool Teachers and Child Care Workers

| State | Preschool Teachers | Child Care Workers | Additional data available (see key below) |
|---|---|---|---|
| Alabama | $7.47 | $6.19 | |
| Alaska | $9.26 | $8.03 | 2 |
| Arizona | $6.87 | $6.16 | 1 |
| Arkansas | $6.33 | $5.51 | |
| California | $9.38 | $7.47 | 1, 2 |
| Colorado | N/A | N/A | 1, 2 |
| Connecticut | $10.05 | N/A | 2 |
| Delaware | $7.96 | $6.82 | |
| District of Columbia | N/A | $8.69 | |
| Florida | $7.23 | $6.78 | |
| Georgia | N/A | $6.17 | 1 |
| Hawaii | N/A | $7.69 | 2 |
| Idaho | $6.60 | $6.54 | |
| Illinois | $11.07 | $7.45 | 2 |
| Indiana | $7.29 | $6.42 | |
| Iowa | $7.49 | $5.81 | |
| Kansas | $8.02 | $5.83 | 1 |
| Kentucky | $7.61 | $6.37 | |
| Louisiana | $8.04 | $5.38 | |
| Maine | N/A | $7.07 | |
| Maryland | $8.40 | $7.01 | 1, 2, 3 |
| Massachusetts | N/A | $8.27 | 1, 3 |
| Michigan | $8.79 | $7.04 | 1 |
| Minnesota | $9.67 | $7.88 | 1 |
| Mississippi | $6.90 | $5.43 | |
| Missouri | N/A | $6.83 | 1 |
| Montana | $6.97 | $5.66 | |
| Nebraska | $6.97 | $5.80 | |

***Additional data available***

*1 - Appendix 1 contains summaries of statewide, regional or local data collected since 1995.*

*2 - Appendix 2 contains summaries of data collected prior to 1995.*

*3 - Indicates that family child care data are available for this state or region, in either Appendix 1 or 2.*

*N/A - Not Available. States where there is no listing for preschool teachers and/or for child care workers may collect information, but the data are not published by BLS for reasons such as inadequate sample size or that the state combines these occupations with others (e.g. preschool teachers are surveyed with other teacher groups).*

*Source: Bureau of Labor Statistics, 1996 State Occupational Employment and Wage Data. 1997 BLS data is projected to be available in November, 1998.*

## Average Wages for Preschool Teachers and Child Care Workers, continued

| State | Preschool Teachers | Child Care Workers | Additional data available (see key below) |
|---|---|---|---|
| Nevada | $7.53 | $6.60 | |
| New Hampshire | $10.55 | $6.97 | 2 |
| New Jersey | $9.76 | $8.94 | |
| New Mexico | $8.12 | $5.94 | 1 |
| New York | $10.95 | $7.20 | 1 |
| North Carolina | $7.56 | $6.41 | 1, 2, 3 |
| North Dakota | $7.84 | $5.99 | 2 |
| Ohio | $8.52 | $6.77 | 1 |
| Oklahoma | $7.54 | $6.24 | |
| Oregon | $7.31 | N/A | 2, 3 |
| Pennsylvania | N/A | $6.67 | 1, 2, 3 |
| Rhode Island | $9.71 | $6.87 | 1, 2, 3 |
| South Carolina | $7.50 | $5.74 | |
| SouthDakota | N/A | $5.86 | |
| Tennessee | $6.86 | $5.57 | |
| Texas | N/A | $6.01 | |
| Utah | $7.30 | $6.14 | |
| Vermont | $9.73 | $7.00 | |
| Virginia | $9.44 | $6.43 | 1, 3 |
| Washington | $9.00 | $7.19 | 1 |
| West Virginia | $9.24 | $6.04 | |
| Wisconsin | $8.39 | $6.87 | 1, 2 |
| Wyoming | $8.47 | $5.19 | |
| Head Start Programs | N/A | N/A | 2 |
| Before and After School Programs | N/A | N/A | 2, see also Massachusetts |
| Federal General Services Administration (GSA) Programs | N/A | N/A | 1 |

***Additional data available***

*1 - Appendix 1 contains summaries of statewide, regional or local data collected since 1995.*

*2 - Appendix 2 contains summaries of data collected prior to 1995.*

*3 - Indicates that family child care data are available for this state or region, in either Appendix 1 or 2.*

*N/A - Not Available. States where there is no listing for preschool teachers and/or for child care workers may collect information, but the data are not published by BLS for reasons such as inadequate sample size or that the state combines these occupations with others (e.g. preschool teachers are surveyed with other teacher groups).*

*Source: Bureau of Labor Statistics, 1996 State Occupational Employment and Wage Data. 1997 BLS data is projected to be available in November, 1998.*

## APPENDIX 1

# Current Compensation and Turnover Data From Selected States Collected in 1995 or Later*

## Arizona

**Phoenix, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $6.71 | $9.79 | 37% |
| Assistant | $5.58 | $6.46 | 56% |

*A Decade of Change in Center-Based Child Care*, Center for the Child Care Workforce, Washington, DC.

## California

**Statewide, 1996**

Private For-Profit Programs

| Position | Median Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $7.25 | 31% |
| Assistant | $6.43 | 34% |

Health: Twenty-nine percent of teachers were offered fully paid health benefits and eighteen percent were offered a partially paid plan.

Private Nonprofit Programs

| Position | Median Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $8.50 | 28% |
| Assistant | $6.50 | 39% |

Health: Thirty-one percent of teachers were offered fully paid health benefits and thirty-six percent were offered a partially paid plan.

Publicly Subsidized Programs

| Position | Median Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $14.86 | 11% |
| Assistant | $8.40 | 14% |

Health: Forty-one percent of teachers were offered fully paid health benefits and forty percent were offered a partially paid plan.

*California Child Care and Development Compensation Study: Towards Promising Policy and Practice*, prepared by the American Institutes for Research and the

* *The year cited is the year in which the data were collected, and not necessarily when the report was published.*

Center for the Child Care Workforce for the California Department of Education, Sacramento,CA.

**Alameda County, 1995**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $8.52 | $10.97 | 19% |
| Assistant | $6.70 | $7.63 | 21% |

Health: Forty percent of centers offered teachers fully paid health coverage and twenty-six percent offered assistants fully paid health coverage. Thirty-eight percent of centers offered teachers partially paid health benefits and thirty-one percent offered partially paid health benefits to assistants.

*A Profile of the Alameda County Child Care Work Force*, prepared by the Center for the Child Care Workforce for the Alameda County Child Care Planning Council, Oakland, CA.

**Los Angeles County, 1995**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $7.24 | $10.64 | 16% |
| Assistant | $5.79 | $7.05 | 20% |

Health: Twenty-nine percent of teachers were offered fully paid health benefits and twenty-four percent of assistants were offered fully paid health coverage. Twenty-six percent and twenty-one percent of teachers and assistants, respectively, were offered partially paid health benefits.

*A Profile of the Child Care Center Work Force in Los Angeles County, California*, prepared by the Center for the Child Care Workforce for the Los Angeles County Child Care Advisory Board, Los Angeles, CA.

**San Francisco County, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $9.05 | $12.37 |
| Assistant | $6.74 | $7.86 |

*Salaries of Child Care Workers*, Wu Yee Children's Services, San Francisco, CA.

## Colorado

**City and County of Boulder, 1996**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher, County | $6.31 | $7.31 |
| Assistant, County | $5.37 | $6.53 |
| Teacher, City | $7.38 | $11.93 |
| Assistant, City | $6.07 | $8.17 |

*Boulder County Child Care Center Staff Salary Survey*, City of Boulder, Children's Services Division, Boulder, CO.

## Georgia

**Atlanta, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $7.38 | $11.93 | 20% |
| Assistant | $6.07 | $8.17 | 29% |

*A Decade of Change in Center-Based Child Care*, Center for the Child Care Workforce, Washington, DC.

## Kansas

**Metropolitan Kansas City, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $6.46 | $7.93 |
| Assistant | $5.62 | $6.19 |

Health: Forty-three percent of teachers and thirty-seven percent of assistants were offered health benefits. The report does not specify whether the coverage is fully or partially paid.

*The Status of Child Care in Metropolitan Kansas City*, Metropolitan Council on Child Care, Kansas City, MO.

**Also includes Kansas City, Missouri programs*

## Maryland

**Statewide, 1996**

| Position | Annual Average Salary |
|---|---|
| Senior staff/teacher | $15,054 |
| Aide | $11,422 |
| Family Child Care Provider | $15,077 |

Health: Eleven percent of center-based staff were offered fully paid health insurance and twelve percent were offered a partially paid plan. Twelve percent of family child care providers had health insurance paid through businesses.

*Child Care in Maryland*, Maryland Committee for Children, Inc., Baltimore, MD.

## Massachusetts

**Boston, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $9.06 | $12.93 | 28% |
| Assistant | $6.94 | $7.88 | 37% |

*A Decade of Change in Center-Based Child Care*, Center for the Child Care Workforce, Washington, DC.

**Boston, Family Child Care and School Age Child Care Providers, 1997**

| Position | Average Hourly Wage |
|---|---|
| Family Child Care Provider | $6.16 |
| School Age Child Care Provider | $8.75 |

*Boston Inventory, Second Report*, Boston EQUIP, Associated Day Care Services, Boston, MA.

## Michigan

**Detroit, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $7.64 | $10.30 | 18% |
| Assistant | $6.12 | $7.34 | 22% |

*A Decade of Change in Center-Based Child Care*, Center for the Child Care Workforce, Washington, DC.

## Minnesota

**Statewide, 1995**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $8.00 | $8.99 | 28% |
| Assistant | $6.00 | $6.99 | 41% |

*The 1995 Early Childhood Workforce Study*, Alliance of Early Childhood Professionals, Minneapolis, MN.

**Hennepin County, 1997**

| Position | Average Starting Hourly Wage | Average Current Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $8.50 | $10.71 | 19% |
| Assistant | $7.15 | $8.29 | 13% |

Health: Twenty-one percent of centers offered full-time employees fully paid health insurance. Eighty-eight percent of centers offered full-time employees partially paid health coverage, and twenty-four percent offered a partially paid health plan to part-time employees.

*Wages, Turnover, Benefits, and Working Conditions of Hennepin County Child Care Staff*, Greater Minneapolis Day Care Association, Minneapolis, MN.

## Missouri

**Metropolitan Kansas City, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $6.46 | $7.93 |
| Assistant | $5.62 | $6.19 |

Health: Forty-three percent of teachers and thirty-seven percent of assistants were offered health benefits. The report does not specify whether the coverage is fully or partially paid.

*The Status of Child Care in Metropolitan Kansas City*, Metropolitan Council on Child Care, Kansas City, MO.

**Also includes Kansas City, Kansas programs*

## New Mexico

**Statewide, 1995**

| Position | Average Hourly Wage |
|---|---|
| Teacher | $6.88 |
| Assistant | $5.45 |

Health: Eight percent of staff were offered a fully paid health plan and thirty-one percent of staff were offered partially paid coverage.

*New Mexico Survey of Child Care Center Wages, Benefits, and Working Conditions*, prepared by Data Works for the New Mexico Department of Children, Youth and Families, Santa Fe, NM.

## New York

**Rockland County, 1995**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $8.60 | $10.28 | 21% |
| Assistant | $6.86 | $8.02 | 25% |

Health: Eight percent of staff were offered a fully paid health plan and thirty-one percent of staff were offered partially paid coverage.

*Child Care Staff Salary and Working Conditions Survey, Rockland County, New York, 1995*, prepared by the Center for the Child Care Workforce, for the Rockland Council for Young Children, Spring Valley, NY.

## North Carolina

**Durham County, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $7.31 | $9.65 | 30% |
| Assistant | $6.23 | $7.27 | 22% |

Health: Twenty-eight percent of teachers and twenty-two percent of assistants were offered fully paid health coverage. Thirty percent of teachers and thirty-three percent of assistants were offered partially paid health benefits.

*A Profile of the Durham County, North Carolina Child Care Work Force, 1997*, prepared by the Center for the Child Care Workforce for the Durham County Child Care Council, Durham, NC.

**Catawba County, 1997**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher, Center | $6.00 | 26% | 28% |
| Family Child Care Provider | $3.67 | 14% | --- |

**Davidson County, 1996**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teache, Center | $5.30 | 18% | 38% |
| Family Child Care Provider | $3.46 | 16% | --- |

**Forsyth County, 1996**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher, Center | $5.25 | 25% | 31% |
| Family Child Care Provider | $5.32 | 17% | --- |

**Nash/Edgcombe Counties, 1996**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher, Center | $5.00 | 49% | 32% |
| Family Child Care Provider | $3.33 | 33% | --- |

**New Hanover County, 1997**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher, Center | $5.77 | 34% | 27% |
| Family Child Care Provider | $5.56 | 26% | --- |

**Robeson County, 1997**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher, | $5.20 | 41% | 27% |
| Center | $3.29 | 30% | --- |
| Family Child Care Provider | | | |

**Wake County, 1997**

| Position | Median Hourly Earnings | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher, | $6.78 | 17% | 32% |
| Center | $5.57 | 19% | --- |
| Family Child Care Provider | | | |

*North Carolina's Early Childhood Work Environment*, Day Care Services Association, Chapel Hill, NC.

## Ohio

**Franklin County, 1997**

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $7.27 | 33% |
| Assistant | $6.58 | 55% |

*Child Care Center Wages and Working Conditions*, Action for Children, Columbus, OH.

## Pennsylvania

**Philadelphia, Family Child Care Providers, 1997**

| Position | Average Hourly Earnings |
|---|---|
| Self-Employed Family Child Care Provider | $2.96 |

*Survey of Family Child Care Providers, Philadelphia, Pennsylvania*, 1997, prepared by the Center for the Child Care Workforce, for the Delaware Valley Association for the Education of Young Children, Philadelphia, PA.

**Chester, Delaware, Bucks, Montogomery and Philadelphia Counties, 1998**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $7.38 | $10.62 | 29% |
| Assistant | $5.99 | $7.22 | 33% |

Health: Forty-four percent of teachers and forty-seven percent of assistants were offered no health benefits. Thirty-seven percent of teachers and thirty-four percent of assistants were offered partial coverage. Nineteen percent and teachers and assistants were offered full benefits.

*Highlights from the Pennsylvania Child Care Staff Salaries, Benefits, and Working Conditions Study: 1998*, prepared by the Center for the Child Care Workforce for the Delaware Valley Association for the Education of Young Children.

## Rhode Island

**Statewide, Family Child Care, 1997**

This report on family child care providers' median family income contains information for subsidized providers only.

*Race, Gender, and the Economics of Rhode Island's Subsidized Child Care System, An Industry Report on Family Child Care*, Direct Action for Rights and Equality (DARE), Providence, RI.

## Virginia

**City of Alexandria, 1995**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $10.30 | $12.40 | 30% |
| Assistant | $7.30 | $8.34 | 37% |

Health: Eleven percent of teachers and nine percent of assistants were offered fully paid health coverage. Thirty-seven percent of teachers and thirty-five percent of assistants were offered partially paid health benefits.

*A Profile of the Alexandria, Virginia Child Care Work Force, 1995*, prepared by the Center for the Child Care Workforce for the Alexandria Early Childhood Commission, Alexandria, VA.

**City of Alexandria, Family Child Care Providers, 1995**

| Position | Net Income |
|---|---|
| Licensed & Agency Approved Provider | $11,037 |
| Registered-Only Provider | $5.409 |

Health: Forty percent of providers reported having no health insurance. Forty-five percent received full or partial coverage through a spouse's health plan. Four percent of providers purchased their own insurance and ten percent were offered health coverage through other means (e.g. public assistance).

*A Profile of the Alexandria, Virginia Child Care Work Force, 1995*, prepared by the Center for the Child Care Workforce for the Alexandria Early Childhood Commission, Alexandria, VA.

## Washington

**Seattle, 1997**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $8.04 | $10.90 | 29% |
| Assistant | $6.36 | $7.55 | 55% |

*A Decade of Change in Center-Based Child Care*, Center for the Child Care Workforce, Washington, DC.

## Wisconsin

**Dane County, 1997**

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $7.70 | 33% |
| Assistant | $6.40 | 33% |

*Child Care Employees: Wages and Benefits*, Community Coordinated Child Care (4-C), Madison, WI.

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## Federal General Services Administration (GSA)

**Programs which primarily serve children of federal employees**

| Position | Annual Salary Range | Average Annual Salary | Annual Turnover Rate |
|---|---|---|---|
| Highest Paid Teacher | $12,400-$38,896 | $19,326 | 33% |
| Beginning Teacher | $10,920-$24,000 | $16,385 | 33% |

*Profile of Child Care Centers Located in GSA Space*, U.S. General Services Administration, Washington, DC.

APPENDIX 2

## Resource List: Salary Data Collected Prior to 1995*

### Alaska

Statewide, 1994

*The Alaska Survey of Child Care Salaries, Benefits and Working Conditions,* prepared by the Center for the Child Care Workforce for Child Care Connection, Anchorage, AK, Child Care Resources, Juneau, AK, and Child Care Options, Fairbanks, AK.

### California

Los Angeles County, 1993

*Cost, Quality and Child Outcomes in Child Care Centers, Technical Report,* Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

Marin County, 1994

*Child Care Staff Salary and Working Conditions Survey,* prepared by the Center for the Child Care Workforce for the Marin Child Care Planning Council, San Rafael, CA.

San Mateo County, 1994

*San Mateo County Survey of Child Care Center Salaries, Benefits and Working Conditions,* prepared by the Center for the Child Care Workforce for the Child Care Coordinating Council, San Mateo, CA.

Santa Clara County, 1994

*A Profile of the Santa Clara County Work Force,* prepared by the Center for the Child Care Workforce for the Community Coordinated Child Development Council of Santa Clara County, Inc., San Jose, CA.

Santa Cruz, 1992

*Child Care Staff Salary and Working Conditions Survey,* prepared by the Center for the Child Care Workforce for the Santa Cruz Office of Education, Capitola, CA.

### Colorado

Front Range, 1993

*Cost, Quality and Child Outcomes in Child Care Centers, Technical Report,* Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

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* *Most recent data available in these cities, counties and states. The year cited is the year in which the data were collected, and not necessarily when they were published.*

## Connecticut

New Haven/ Hartford Corridor, 1993

*Cost, Quality and Child Outcomes in Child Care Centers, Technical Report*, Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

## Hawaii

Hawaii County, 1994

*Early Childhood Centers Salary Survey*, Hawaii County Economic Opportunity Council, Hilo, HI.

## Illinois

Southwest Region, 1994

*Putting the Pieces Together: A Report on the Early Childhood Compensation Survey*, prepared by Regional Research and Development Services for the Children's Home and Aid Society, Illinois Child Care Resource and Referral Program, and Southwestern Illinois Association for the Education of Young Children, Granite City and Alton, IL.

## New Hampshire

Seacoast Area, 1994

*Business Practices: A Survey of Seacoast, New Hampshire Child Care Programs*, University of New Hampshire Child Care Resource and Referral and Center Connections, Durham, NH.

## North Carolina

Piedmont Triad, 1993*

*Cost, Quality and Child Outcomes in Child Care Centers, Technical Report*, Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

Statewide, Center and Family Child Care, 1992*

*North Carolina's Early Childhood Work Environment*, Day Care Services Association, Chapel Hill, NC.

**Data compiled from two studies of North Carolina Child Care Workforce, 1992, 1993.*

## North Dakota

Southeast Area, 1994

*Area Preschool Advocates 1994 Child Care Survey*, Area Preschool Advocates, Fargo, ND.

## Oregon

Statewide, 1994

*The Oregon Survey of Child Care Center Salaries, Benefits and Working Conditions: 1994*, prepared by the Center for the Child Care Workforce for the Oregon Association for the Education of Young Children, Tualatin, OR.

## Pennsylvania

Statewide, 1992

*The Pennsylvania Child Care Staffing Study*, Pennsylvania Association for the Education of Young Children, Pittsburgh, PA.

## Rhode Island

Statewide, School Age Child Care, 1992

*The Rhode Island School Age Child Care Project*, Providence, RI.

## Wisconsin

Statewide, 1994

*Child Care Staff Salary and Working Conditions Survey*, prepared by the Center for the Child Care Workforce for the Wisconsin Department of Health and Social Services, Madison, WI.

## Head Start Programs

1994

*Salary Improvements for Head Start: Lessons for the Early Care and Education Field*, prepared by the Center for the Child Care Workforce, Washington, DC.

## Before- and After-School Programs

1993

*National Study of Before-and After-School Programs*, prepared by the RMC Research Corporation, Portsmouth, NH.

**The Center for the Child Care Workforce (CCW)** was founded in 1978 as the Child Care Employee Project, and was known as the National Center for the Early Childhood Work Force from 1994 to 1997. CCW is a nonprofit research, education and advocacy organization committed to improving child care quality by upgrading the compensation, working conditions and training of child care teachers and family child care providers. CCW coordinates two major efforts to promote leadership and career advancement for teachers and providers: the Worthy Wage Campaign and the Early Childhood Mentoring Alliance.

**The Worthy Wage Campaign**
Whether we call ourselves child care workers, family child care providers, preschool or early childhood teachers, teacher assistants or caregivers, we work in a field where most people are undervalued and underpaid—a field that is continually losing its best workers because of poor wages and benefits. The Worthy Wage Campaign is a nationwide grassroots effort to empower ourselves to mobilize to reverse the child care staffing crisis. Together, we strengthen our voices, foster respect, and promote accessible and affordable high-quality early care and education to meet the diverse needs of children and families.

**The Early Childhood Mentoring Alliance**
Throughout the country, mentoring programs have emerged as one of the most promising strategies to retain experienced teachers and providers, to support newcomers to the field, and to guarantee more reliable, high-quality care for young children. Mentor teachers and providers gain new respect from co-workers and parents, renew their commitment to working with children, and usually receive additional compensation. The Early Childhood Mentoring Alliance is a national forum for sharing ideas, information and technical assistance among mentors, program developers and policy makers.

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## CCW RESOURCES

### THE NATIONAL CHILD CARE STAFFING STUDY: A DECADE IN THE LIFE OF CENTER-BASED CHILD CARE

In 1997, nine years after the original National Child Care Staffing Study, we interviewed directors at the centers still in operation to assess changes in wages, benefits and turnover, whether increases in public investment for child care have benefited the child care workforce, and the extent to which former welfare recipients are employed in center-based child care. $19.95 plus $2.50 shipping and handling and 5.75% sales tax for DC residents only.

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